

**Office of Select Board
945 Battle Street/Rte. 127
Webster, NH 03303**

Select Board Meeting – September 2, 2014 (Tuesday) as amended on October 13, 2014

Select Board present: Chairman Roy Fanjoy, Selectman Bruce Johnson and Selectman Roger Becker.

8:09 pm Selectman Becker made a motion pursuant to RSA 91:A 3 II (b) to go into non-public session for the purpose of discussing the hiring of personnel with Chief Dupuis; seconded by Selectman Johnson Roll call – Chairman Fanjoy – yes; Selectman Johnson – yes and Selectman Becker – yes. Mrs. Pinkham and Mrs. Jones attended this meeting.

Chief Dupuis advised that he had three applications in response to his ad for the Secretarial position open at the Police Department: Sally Becker, Michele Derby and Beverly Rorick from Penacook. He interviewed all three to discuss their qualifications.

Selectman Becker recused himself from this discussion due to a conflict of interest.

Chief Dupuis indicated that hiring Mrs. Becker would give the appearance of a conflict due to Selectman Becker's recent appointment to the Board. He would have had no issue hiring her if the timing had been before Selectman Becker's appointment.

Chief Dupuis advised that Mrs. Rorick appeared to be the least qualified to fill the position.

Mrs. Derby was qualified and recommended by Chief Dupuis for the position pending a background check, etc. However this would possibly make her eligible for benefits. There was a long discussion on what hours qualifies one for benefits. The NHRS says 32 hours is considered full-time for retirement and the Town Personnel Policy says 35 hours is considered full-time. As health insurance benefits for 2-person coverage costs around \$18,600 and there was no funding in the budget for this in 2014, Chief Dupuis indicated that Mrs. Derby could sign a waiver of benefits until 1/1/15 or until Town Meeting when the funds could be voted. Mrs. Pinkham felt that precedence would be set if 32 hours was approved for benefits as the Personnel Policy says 35 hours. A spreadsheet of Mrs. Derby's elected time was provided.

Chairman Fanjoy and Selectman Johnson agreed to the potential hiring of Mrs. Derby. If this proceeds, Chief Dupuis will ask Mrs. Derby to write a waiver that there will be no health benefits until 35 hours are met and no earlier than 1/1/15 for budgeting purposes. It was suggested that this waiver be reviewed by NHMA.

Mrs. Pinkham will check with the NHRS regarding potential benefits for Mrs. Derby due to the split hours of a part-time position and an elected position. Mrs. Pinkham indicated that Mrs. Derby was not looking for vacation and holiday benefits, just health insurance for 2-person coverage. Discussion ensued regarding insurance and benefits.

Selectman Johnson made a motion to seal these minutes for 30 days; seconded by Chairman Fanjoy. Roll call – Chairman Fanjoy, yes and Selectman Johnson – yes and approved.

Roy E. Fanjoy, Chairman
SB/ jj

Bruce G. Johnson

R E Fanjoy

B G. Johnson